

State of Alabama  
Personnel Department  
64 North Union Street  
P. O. Box 304100  
Montgomery, AL 36130-4100  
Phone: (334) 242-3389  
Fax: (334) 242-1110  
[www.personnel.alabama.gov](http://www.personnel.alabama.gov)

Continuous Announcement

---

**PROGRAMMER ANALYST - 10517**  
**GENERAL OPTION -003**

---

Salary: \$55,327.20 - \$84,276.00  
Announcement Date: February 25, 2004  
Revised Date: October 12, 2011

**JOB INFORMATION**

The Programmer Analyst (General Option) is a position used by various agencies throughout the state. This is the full performance professional level work performing moderately to highly complex programming and systems analysis work. This differs from the lower level in that incumbents work on projects with integrated systems that impact multiple applications. Supervision may be exercised over lower level IT personnel. Work at this level requires full proficiency in more than one programming language.

**MINIMUM REQUIREMENTS**

- Current permanent Merit system status as a Programmer Analyst, Associate (for the promotional register only).
- Bachelor's degree from an accredited\* four-year college or university in Computer Science, Math, Information Technology or a related field, including **2 courses** in programming, plus four (4) years of experience in computer programming utilizing high level languages to manipulate databases or files and produce outputs and reports, including two (2) years of experience in system analysis, defining system requirements, writing system specifications, and designing computer systems.

**NOTE**

- Additional experience above the minimum may be substituted for the required degree on a year-for-year basis (e.g., one year of experience equals one year of education) *\*See reverse side of announcement for more detail regarding substitution and policy for accepting post-secondary and advanced degrees*

**ADDITIONAL REQUIREMENT**

- If you would like for your education to be considered, you must submit an **official** college transcript for each accredited\* postsecondary academic institution attended. Original transcripts issued to students will be accepted. Photocopies of transcripts, and or information obtained from the internet will NOT be accepted. Applicants who submit an official transcript beginning October 12, 2011, will no longer be required to send additional copies each time they apply.
- **Individuals on the employment register may be selectively certified based on work experience and/or education in the specialty areas listed below:**
  - Mainframe/Midrange Programming (e.g., COBOL, CICS, or RPG)
  - PC/Client-Server Programming (e.g., C++ or Visual Basic)
  - Internet/Intranet Programming (e.g., JAVA or HTML)
  - SQL/Oracle Programming (SQL Server or Oracle Database)

**EXAMINATION**

- **Open-Competitive** to all applicants and **Promotional** to current state employees in the classification identified above
- An **Experience Record Questionnaire** will comprise 100% of the final score for the open-competitive register and 95% of the final score for the promotional register. The remaining 5% of the promotional score will be based on the average of the applicant's service ratings for the last three years.

**HOW TO APPLY**

- Complete an Application for Examination Form available at [www.personnel.alabama.gov](http://www.personnel.alabama.gov), the above address, or any Alabama Career Center Office
- Apply on-line, by mail, or by fax. *Applications will be accepted until further notice.*

*Individuals currently on the register **DO NOT** need to reapply to remain eligible for employment.*

*Veteran's credits are NOT allowed on promotional examinations*

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER.

Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will not get a state job. If they are officers or employees of the state, they will be required to forfeit their office or position for five years.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

#### **\*State of Alabama Personnel Department Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees**

1. Specific college coursework required for a job, as well as Bachelor's, graduate, post graduate, and doctoral degrees will be accepted from the schools accredited by any of the six regional accreditation associations in the United States. These associations are listed below.

- Southern Association of Colleges and Schools (SACS)
- Middle States Association of Colleges and Schools (MSA)
- Northwest Commission on Colleges and Universities (NWCCU)
- North Central Association of Colleges and Schools – The Higher Learning Commission (NCA-HLC)
- New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
- Western Association of Schools and Colleges – Accrediting Commission for Senior Colleges and Universities (WASC-ACSCU)

2. Coursework or degrees from schools that have not been accredited by a regional accreditation association will be accepted if a regionally accredited school considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). ***This must be documented by a letter of acceptance from the regionally accredited school.*** State Personnel will review such requests on a case-by-case basis.

Note: This policy is subject to change. Certain state agencies may have additional requirements.

---

#### **\*Substitution: Education and Experience Equivalents** (see above for college coursework accreditation policy)

**Applicants may qualify with any one of the following combinations of education and experience:**

<b>Bachelor's degree</b> in IT or Math and 2 courses in programming <u>plus</u> <b>4 years</b> of the required programming experience to include <b>2 years</b> of experience in systems analysis/design.
<b>Three years</b> of college coursework (90 semester hours or 135 quarter hours) to include 27 semester hours or 60 quarter hours of IT/Math coursework of which 2 courses must be in programming <u>plus</u> <b>5 years</b> of the required programming experience to include <b>2 years</b> of experience in systems analysis/design.
<b>Two years</b> of college coursework (60 semester hours or 90 quarter hours) to include 18 semester hours or 40 quarter hours of IT/Math coursework of which 2 courses must be in programming <u>plus</u> <b>6 years</b> of the required programming experience to include <b>2 years</b> of experience in systems analysis/design.
<b>One year</b> of college coursework (30 semester hours or 45 quarter hours) to include 9 semester hours or 20 quarter hours of IT/Math coursework of which 2 courses must be in programming <u>plus</u> <b>7 years</b> of the required programming experience to include <b>2 years</b> of experience in systems analysis/design.
<b>No college</b> <u>plus</u> <b>8 years</b> of the required programming experience to include <b>2 years</b> of experience in systems analysis/design.